

2026

Health and Safety (Training for Employment) Regulations 2025 Consultation Report

PUBLIC CONSULTATION RESULTS

Health and Safety Inspectorate

Version Control

1	Health and Safety Inspectorate (HSWI)	27/05/2026	Initial
2	HSWI	01/06/2026	Review

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<https://consult.gov.im/environment-food-and-agriculture/training-for-employment-regulations-2025>

This report was created on Wednesday 27 May 2026 at 09:19

The activity ran from 12/12/2025 to 31/03/2026

Responses to this survey: 6

EXECUTIVE SUMMARY OF RESPONDENT COMMENTS:

The responses to the consultation showed strong and largely consistent support for the overall policy direction, with stakeholders viewing the proposals as a sensible formalisation and progression of existing good practice on the Island.

Across the responses, there was a clear underlying acceptance that alignment with UK health and safety standards would be both practical and beneficial. Respondents generally seeing this as reducing complexity, improving consistency, and supporting organisations that already operate across both jurisdictions. However, this support is not unqualified. There was a recurring expectation that alignment should be carried through in a practical and user-focused way, particularly in terms of how the legislation is structured and presented. In this respect, stakeholders are less concerned with the policy intent than with ensuring the framework is accessible, familiar, and easy to apply in real-world settings.

A second key theme is that successful implementation was seen as the main challenge, rather than the principle of the regulations themselves. Respondents consistently highlighted that the effectiveness of the proposals will depend on how well industry is supported to understand and adopt them. This includes ensuring sufficient awareness, competence, and capacity within both businesses and training providers.

As a more general point, concerns were also raised about the cumulative impact of regulatory change, particularly for smaller organisations. While the proposed timelines may be reasonable in isolation, respondents note that multiple concurrent legislative changes could create a disproportionate burden if not carefully coordinated. This points to a wider expectation that implementation should be managed in a more strategic and phased way, taking account of the broader regulatory landscape rather than treating each initiative in isolation. In parallel, there was a strong emphasis on the need for practical support mechanisms, with respondents favouring tangible, delivery-focused measures over further policy refinement. Suggested approaches include targeted guidance, accessible training provision, engagement with industry, and, in some cases, financial or capacity support to ensure local providers and businesses can meet the requirements. There was also an implicit concern about whether sufficient training infrastructure and enforcement capacity currently exist to support implementation at scale.

Overall, the consultation demonstrated broad endorsement of the direction of travel, with the key message being that delivery would need to be carefully managed, proportionate, and supported in practice to achieve the intended outcomes.

We asked:

The Department of Environment, Food and Agriculture (DEFA) has been reviewing specific UK Health and Safety legislation to form a judgment on whether the Island would benefit from greater alignment with UK Health and Safety Executive (HSE) standards. As part of that process, consideration has also been given to whether this UK HSE legislation would enhance public and worker safety for offshore energy developments. This process has culminated in public consultation of specific draft legislation, with the starting point for most of the legislation being existing UK legislation.

DEFA has welcomed stakeholder and public feedback on the proposed health and safety legislation, and where appropriate any associated guidance documentation, through this public consultation process.

You Said:

As a summary the responses showed broad support for the proposed regulations and for continued alignment with UK health and safety standards, with the main issues being practical rather than ideological. The key themes from respondents were keeping the IOM regulations closely aligned in structure and numbering with the UK where possible; ensuring implementation is realistic and coordinated with other legislative changes; and providing practical support, guidance, training and transition arrangements so industry could comply effectively.

We did:

The DEFA Health and Safety at Work Inspectorate (HSWI) is grateful to all those who took the time to consider and respond to this consultation.

Due to the December 2025 holiday period and the limited number of initial responses received, it was decided to extend the closing date of the outstanding health and safety legislation consultations to 31 March 2026.

The consultation process and responses received informed the Department's assessment of the benefits of the proposed legislation. All consultation responses were considered in detail, alongside direct engagement with relevant Manx businesses. The consultation process has therefore informed the Department's decision making. Having considered all available information, the Department has decided to pause the introduction of this tranche of legislation until further notice.

Further engagement between DEFA HSWI and the UK Health and Safety Executive (HSE) will take place in June 2026. Should the Department subsequently decide to proceed with the introduction of any of the draft legislation, this will first be reviewed against the latest position of the relevant UK legislation and updated where necessary. If any substantive changes are made as a result, a further public consultation exercise may be undertaken.

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CONSULTATION QUESTIONS

Question Number	Title	Total Responses
1	Do you agree that the Isle of Man should follow UK standards and processes for health and safety laws and its regulation?	6 (100.00%)
2	Are there any parts of the legislation being consulted upon that require more clarity to aid understanding and assist with compliance?	6 (100.00%)
3	Is the proposed implementation strategy and timescale for the introduction of the IOM Health and Safety (Training for Employment) Regulations 2025 appropriate for industry readiness?	6 (100.00%)
4	Are there any specific support mechanisms (e.g. guidance, training, transitional arrangements) that would help you or your organisation prepare for the new legislation?	5 (83.33%)
5	Do you have any other comments on the draft Health and Safety (Training for Employment) Regulations 2025 legislation attached to this stage of the overall consultation process?	4 (66.67%)
6	Is there anything else you'd like to tell us about the proposed changes or the consultation process?	3 (50.00%)

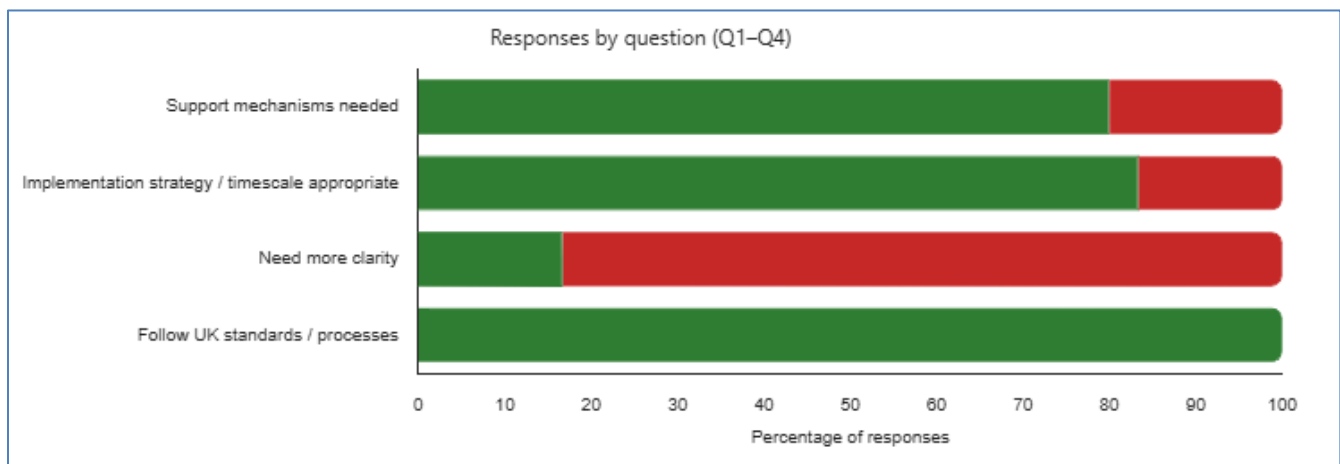


Fig 1:
Question (Q1–Q4) - Percentage of Responses (Yes/Agree, No/Disagree, Not Answered)

CONSULTATION QUESTIONS – INDIVIDUAL SUMMARY OF RESPONSES BY QUESTION

Question 1: Should the Isle of Man follow UK standards and processes for health and safety law and regulation?

There was strong overall support for following UK standards and processes. Most respondents said this would formalise existing good practice, improve consistency, and make compliance easier for organisations already working to UK-based standards. A number of comments emphasised that alignment with the UK would help businesses operating across both jurisdictions, reduce confusion, and improve clarity for duty holders, trainers and health and safety practitioners.

Two respondents specifically raised the importance of the numbering and structure of the draft regulations matching the UK approach as closely as possible, saying this would make the legislation easier to follow and apply in practice. One respondent also made the point that, while alignment with UK standards is sensible, the IOM should still retain enough flexibility to apply requirements proportionately to local conditions, scale and resources so as not to disadvantage smaller Manx organisations.

Question 2: Are there any parts of the legislation that need more clarity?

Most respondents who answered this question said no, suggesting the draft was broadly understood. However, the main point raised was alignment with UK regulation numbering and structure. Construction Isle of Man said mirroring UK numbering would improve clarity, consistency, interpretation and implementation across industry. In practical terms, the comments suggest that respondents are not seeking major redrafting of the substance, but they do see value in making the format and presentation more closely aligned to the UK model.

Question 3: Is the proposed implementation strategy and timescale appropriate for industry readiness?

Views were generally supportive, but with some important reservations about implementation in practice. Some respondents were content with the proposed approach or had no further comment, and one respondent expressly noted acceptance of the proposed implementation date. The strongest detailed comment came from Ramsey Town Commissioners, who felt that although a two-year lead-in may appear reasonable in isolation, organisations are already facing several other legislative changes with similar implementation dates.

Respondents warned that the cumulative burden on smaller employers could be significant and argued for a more phased and coordinated implementation programme across all forthcoming legislation. Concerns were also raised about whether the existing Health and Safety Inspectorate has sufficient capacity to support and enforce several new measures within the same overall timeframe. Construction Isle of Man also linked successful implementation to industry understanding and competence, indicating that readiness would depend not only on the timetable itself but also on the support available alongside it.

Question 4: What support mechanisms would help organisations prepare?

Respondents who commented on this question were clear that practical support would be helpful, particularly around guidance, training and transition arrangements. Construction Isle of Man suggested support for local training providers, possible government grant or funding assistance, industry engagement and communications, and sufficient transition time for businesses to update systems, procedures and staff competence. Douglas City Council suggested that a HSWI workshop giving a practical overview would be useful.

One respondent said that training sessions would help industry prepare and also noted the importance of mandatory training and risk assessment arrangements for new starters and work experience students. Ramsey Town Commissioners asked for funding support for training, additional guidance in relation to young people, and attention to the current availability of trainers and training providers, noting difficulty in securing timely training on-Island. Overall, the comments indicate that respondents were looking less for changes in policy direction and more for clear implementation support, especially for smaller organisations and local providers.

Question 5: Any other comments on the draft legislation?

Additional comments were limited, but where made they were supportive of the overall direction of the draft regulations. Construction Isle of Man said it was broadly satisfied with the direction of travel and supportive of effective, consistent introduction across the construction sector. Another respondent said the proposal “makes total sense”, while others recorded no further comments.

Question 6: Anything else to tell us about the proposed changes or consultation process?

Very few respondents added anything further, but the one substantive point made was an offer from Construction Isle of Man to take part in working groups, briefing sessions or implementation support initiatives if further engagement is needed. This suggested a willingness among stakeholders to support rollout, provided there was meaningful engagement during implementation.